

Next 12 Page(s) In Document Exempt

SECRET

25X1A

M [REDACTED] Recommend we approve them.

M [REDACTED] Second.

[REDACTED] This motion was then passed . . .

25X1A

M [REDACTED]: Just one correction for the record

on [REDACTED] You have June 1953 to November 1955 as 48 months.
And it also doesn't add up to the total of qualifying service, but I don't
think it makes any difference.

25X1A

[REDACTED]: That should be 28 months.

[REDACTED] 28 months, right. He still has the
60 months -- but we might as well correct the arithmetic.

Thank you, Jay.

Then we have five year designations on 14
individuals who appear to meet the criteria.

25X1A

[REDACTED] Recommend approval.

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A

[REDACTED]: Then we have some requests for
voluntary retirement. The first one is [REDACTED]. He has 36

25X1A

years of Federal service, 20 years with the Agency, and fully qualified
otherwise. [REDACTED] - likewise well qualified. And [REDACTED]

25X1A

25X1A

25X1A [REDACTED] - another OC type - 55 years old, 35 years of service, and
otherwise qualified. May I have a motion on these three requests for
voluntary retirement?

[REDACTED] Move the requests be granted.

25X1A

[REDACTED] Second.

. . . This motion was then passed . . .

SECRET

SECRET

25X1A [REDACTED] We have somewhere in the neighborhood of 10 additional ones who have applied for 31 July retirement since the Board last met.

25X1A [REDACTED] We even had one today asking - "I wonder if I could get domestic qualifying service and go out under the CIARDS" -- And I don't know what my legal basis would be, but I just feel like saying - "I'm sorry, you're too late." It isn't really spelled out anywhere that you have to give notice 30 days ahead of time, but I just think it's ridiculous for someone to come down to the 22nd or 23rd of July and say, "Act on this so I can retire by 31 July."

25X1A [REDACTED] He asked for an estimate. [REDACTED] before we leave this point, I'd like to ask Ben or John, is there some way we can tie this thing down -- We can always do it when we want to, but suppose they come down on the 30th of July and say, "I'd like to get domestic qualifying service" --

25X1A [REDACTED] You can put something in the Regulation - some reasonable period.

25X1A [REDACTED] I don't understand your concern about the processing time -- because this man would have to be on leave without pay until some action was taken on that decision, so you can build into this all the processing time you need -- you don't have to guarantee him a decision by 31 July.

25X1A [REDACTED] But supposing he says he wants out by 31 July or not at all -- do you put him on leave without pay?

25X1A [REDACTED] You mean one that might involve a question of adjudication. You say - "Okay, but you must understand it takes an orderly process to review this, so as of 31 July you are going to be on leave without pay."

25X1A [REDACTED] So we could make it tough and say leave

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SECRET

without pay? We could enforce leave without pay?

25X1A

[REDACTED] You have to do it leave without pay.

If it's disapproved, then they can use annual leave.

25X1A

[REDACTED] We just checked the law and Comptroller

General decisions again, and once a man has stated his intent to retire

he then forecloses the opportunity to use terminal leave unless the

Agency says --

25X1A

[REDACTED] Harry, I think the Board ought not

to break their backs to get it done in 24 hours, and if he is willing to

live with leave without pay for however long for an orderly review of his

case, then it hasn't changed anything. Then if everything is approved

and the Director's decision would be 31 July, then you wash out the

25X1A

leave without pay.

[REDACTED] It's the kind of language that you can't

very well put into the Regulation, I guess, because you're saying:

25X1A

Unless you get this in to us 30 days ahead of time --

[REDACTED] The application says you are supposed

to submit it 90 days in advance.

25X1A

[REDACTED] That then gives us a basis for saying we

may not be able to process it in a shorter time. This is not a bad

answer to give somebody, that "We will go through the normal process,

but you may have to go on leave without pay until it is adjudicated."

25X1A

[REDACTED] And you don't want to convene a

special meeting of the Board?

25X1A

[REDACTED] No, I don't think you should. This

man has had plenty of time to make up his mind on the 5.6 and that sort

of thing, so why should this Board convene a special meeting?

25X1A

[REDACTED] case you

had to because she was going Civil Service.

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25X1A

[REDACTED] You could still place that woman on leave without pay and if disapproved here you go back and you effect a retirement under Civil Service as of 31 July. You let her carry the burden of her delayed application.

25X1A

[REDACTED] okay. Then that takes us to case No. 5 on the agenda, [REDACTED], and his case has been withdrawn. 25X1A
There will be a new action. [REDACTED] you may remember we had the last time and I noticed that the language got a little confused, and in 25X1A
checking on this one I find that in all innocence [REDACTED]. really thought we would first get him extended and then later on we would put him in the CIARDS. So when we told him if he was approved it would be with a letter explaining to him he would foreclose on CIARDS. They have now pulled it back and are trying to write up a case for domestic qualifying service for the period of time to get him in the CIARDS. And they will probably ask for an extension, but as I understand it they will ask for a shorter extension. We will see what it is -- but, in any event, we don't have to address ourselves to it today.

25X1A

So we move on to the case of Mrs. [REDACTED] 25X1A

25X1A

[REDACTED] which is a request for extension under the Civil Service Retirement System from 30 April 1971 until 31 July 1972. This is a GS-7, [REDACTED] 25X1A
working [REDACTED] She will not be eligible for retirement until April of 1971 when she hits her 62nd birthday, but at that point she would actually be retiring at age 62 with approximately only 18 and three quarters years of service. Notes to myself: She is a secretary - GS-7 -- 25X1A
she doesn't have 20 years of service -- she is [REDACTED]
where the recruitment of a replacement secretary might be more of a problem -- she is a widow -- and she will get only \$3300 a year.

25X1A

[REDACTED] Harry, before you get to discussion of the merits here, I am reminded of that memo from Col. White to all

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25X1A

of the Deputies that said they were supposed to take a position, and I notice here that all [REDACTED] has done is to forward it. Do you find this consistent with that admonition from Col. White?

25X1A

[REDACTED] Of course all of the Deputies have had a bit of trouble on the compassion cases --

25X1A

[REDACTED] You remember the thrust of that was you really buck it on to the Director and/or to the Board - and they have to sort out a recommendation. But there is no recommendation here -- this case has merely been passed to the Board.

25X1A

[REDACTED]: I'm a little sympathetic to their problem, too. I get from this the rather favorable approach that if we can see our way clear to giving her an extension based on compassion, that they will be glad to have her -- as opposed to: "We really don't think you should give it to her."

25X1A

[REDACTED] There is certainly no negative thrust. And I don't know how they could get into it without a real invasion of privacy where they ask for a complete picture of her financial situation and then they sit and judge whether it's a compassion case or not. So I realize Col. White told the Deputies to take a position but I haven't been pushing them on the straight compassion case other than to at least say whether they would be happy to have the person stay on. So I'm willing to ride with this one.

25X1A

[REDACTED] Jay, they say they can continue to use her. Does that mean they would be happy to continue to use her?

25X1A

[REDACTED] Oh yes, she is doing a very fine job out in [REDACTED] and she has certainly been there for a long enough period of time so that she knows the business thoroughly -- and this is an under a cover operation -- so I think it would be highly advisable to keep her - and she wants to continue working.

25X1A

25X1A [REDACTED] It's this sort of thing that does remind me -

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and we are still facing it - is hiring people now and projecting down the line and saying, "Gee - you know, they're not going to have a full career when they hit age 62." Somehow when it's 17 years away, you think it's going to work itself out, but invariably they wind up by pleading to be allowed to stay a few more years. And you do feel badly about turning somebody out with less than 20 years of annuity. So we're trying to be tougher in terms of age limit when we're hiring, to block this out, and we do get them to sign a paper - for whatever that's worth - saying that they do understand --

25X1A

[REDACTED] You don't run afoul of the fair practices type of thing, though, do you?

25X1A

[REDACTED] You might -- discrimination because of age --

[REDACTED] We might. So we're saying, "We are not discriminating against you but you must recognize that it is our policy that you will retire at age 62--" It weakens their case a little bit when they come to the end of the line -- whereas now we have people who are able to say, "Gee, when we came with you we had reason to expect that we would be allowed to work until age 70."

Well, how do you all feel about this?

25X1A

[REDACTED] I'd grant it.

Jay, would you like to make the motion? 25X1A

25X1A

[REDACTED]: Yes, please. I move that [REDACTED]

[REDACTED] be granted the extension until 31 July 1972.

25X1A

[REDACTED] second.

[REDACTED] This motion was then passed . . .

[REDACTED]: There was no reason to make it

30 June rather than 31 July, I suppose.

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25X1A

[REDACTED] No. She is looking for completing the 20 years and get an extra \$40 a month. And I feel we have the tone from the Director on these GS-5, 6, 7 widows. 25X1A

Then we move on to Mr [REDACTED] He is requesting an extension under the Civil Service Retirement System from 30 June 1971 until 30 June 1973. He is in DDI/OER.

25X1A

[REDACTED] He is not requesting it -- 25X1A
It's being requested for him. My next words here in my notes are: Request is actually by [REDACTED] based on operational need. I'm just going to read you what I have written here. Since we are talking about an extension from June 1971 until June 1973, this in itself will provide them almost two years to train a replacement. Would a one year extension be more appropriate? This is my reaction. They're really saying that [REDACTED] needs three years to replace this fellow. I just throw that out. Maybe you can talk to it, Jay.

25X1A

25X1A

[REDACTED] The answer is yes, and maybe more time. This fellow is very unique. And there is no doubt we have known he was going to retire for awhile now, but it has been impossible to recruit somebody or train somebody to replace him. He has unique knowledge and capability in dealing with these contacts throughout the petroleum industry in this country -- and his knowledge of the petroleum industry in the Western world -- he is just irreplaceable from that standpoint and from an operational standpoint of intelligence production, and it's just highly desirable that we keep him as long as possible - as long as he is willing to stay.

25X1A

[REDACTED] Well, you know, when you back up now and figure out how many years it has been known that this fellow was going to retire in June of 1971, you're not just talking about one or two years for recruitment now.

25X1A

[REDACTED] They mention in their paper they have some

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young fellows but it's going to take a long time --

But I'm sort of with you, Karl, on how long they

have had to do something about this.

25X1A

[REDACTED] It's been more like four or five years.

This reads like a TSD case to me.

25X1A

[REDACTED] They have had since 1966, really.

[REDACTED] From our standpoint it doesn't matter

how long -- this man has a unique knowledge, and I think it would be a criminal act of the Agency to toss him out. We are saying we need him, period.

25X1A

[REDACTED] If you were talking about any field other

than petroleum I would find it easier to believe -- but there are a good number of people that know the petroleum business inside out. There is nothing esoteric about it.

25X1A

[REDACTED] Well, I'm inclined to be sympathetic when

25X1A somebody like [REDACTED] says there's nobody else like this man. But it

would just seem like good planning to push to get somebody to replace him.

25X1A

[REDACTED] Certainly they can replace him with somebody.

[REDACTED] But he won't be as good.

[REDACTED] : So why turn this man out? that's right.

[REDACTED] Well, mainly because the Agency has a

25X1A

policy that people retire at 60.

[REDACTED] We have all kinds of people that come up

at age 60 and would like to work a year or two longer, and we have to tell

25X1A them no.

[REDACTED] I understand that, but I also understand

25X1A that it is accepted if we say we have an operational need for a person --

[REDACTED] Well, for two years, though, we don't do

too many of those. This is unusual.

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25X1A

[REDACTED] memo

25X1A

of 29 June 1970 says, "This Office has other analysts working on petroleum but none has [REDACTED] depth and breadth of knowledge or enjoys the reputation he has in both government and business circles." I think that says that he really stands out as absolutely unique. I don't know how you would get a man trained in three or four years to do this sort of thing.

It's going to be one hell of a job to get some guy to replace him.

25X1A

[REDACTED]: I'm just wondering if we aren't going to have the same request again in 1973. Isn't the situation going to be the same then?

25X1A

[REDACTED] Yes, probably the same. We do have to recognize that at some point we will have to cut it off. All we are saying is that he is valuable, that he is healthy and wishes to continue to work, and we want him, so why make him go at age 60?

25X1A

[REDACTED] As [REDACTED] was trying to point out at the beginning, I'm not clear that the man himself is pushing for this. Is he agreeable --

25X1A

25X1A

[REDACTED]: Yes, he is agreeable. Is he more than agreeable - does he really want to stay on?

25X1A

[REDACTED]: I don't know. Is this a coincidence that in the original request it was to bring him up to age 62 --

25X1A

[REDACTED] No, I don't think so. -- because 62 is kind of the end around here. A one year request is a little more understandable, I think, than two years, which is pushing it right to the limit.

25X1A

[REDACTED] Well, [REDACTED] is being straightforward in saying he needs him for two years. Why say one year and then come up again next year and ask for another year.

25X1A

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25X1A

[REDACTED] Assuming that we approve this, does the Board feel we should condition it somehow with some language to the effect that we certainly would hope that within this time period his office will be prepared to seek a replacement or find an adequate replacement for him. Do you feel it would be appropriate for the Board to say this, so that we won't be faced with another request at the end of the two years?

25X1A

[REDACTED] I suppose I ought to line up with Jay on this one but I have trouble doing this because of the number of people we have had to take a firm stand on. In many of our fields we could make an argument about the uniqueness of qualifications - we could do this very easily.

25X1A

[REDACTED] Surprisingly, though, we haven't had too many.

25X1A

[REDACTED] Partly because we have made it clear to them that the Director laid down a policy, and that this IS the policy.

[REDACTED]: But I get the feeling that if this guy leaves that the Agency is going to be, let's say, weakened considerably in this field.

25X1A

[REDACTED] Absolutely!
So we would be cutting off our own noses here.
I guess the fact of the matter is we have lots of physicists, engineers, case officers, and so on, but we don't have many petroleum specialists.

25X1A

[REDACTED] That is what I find so hard to understand, why we don't -- if we really wanted to recruit a high level guy in this field --

25X1A

[REDACTED] Maybe it's because industry can pay them a lot more. I don't know.

25X1A

[REDACTED] Well, I think we are ready for a motion.
A motion for what?

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SECRET

25X1A

[REDACTED] I think Jay is ready to make a motion.

25X1A

[REDACTED] Yes indeed! I move that Mr [REDACTED]

be extended for two years, until 30 June 1973.

25X1A

[REDACTED]: Do we have a second?

[REDACTED] Second.

Do we want to add, though, Jay, that during the interim period every effort be made to get a replacement?

25X1A

[REDACTED]: No, I would prefer that that not be added. I would have no objection to an addition which said there should be no further request for extension --

25X1A

[REDACTED] I would feel that that is more inhibiting than merely saying that the Board in approving this recommendation noted that there is now a three year period in which to obtain a replacement for this man, and we hope they would move in that direction - or something like that - without closing it out. Because if the Director signs a statement which says no further extensions, then you may be in more of a box than the other way around. How does the Board feel about saying something along the lines I just mentioned?

25X1A

[REDACTED] Yes. I think Jay's suggestion was too restrictive.

[REDACTED] Because - who knows - we could possibly become involved in the Middle East and his knowledge could be critically needed for another six months, or whatever. So we would at least be putting them on notice that we would hope they would move on this. Is that okay, then, with the Board? (Board members, except [REDACTED] indicated in the affirmative.) 25X1A

25X1A

[REDACTED]: I will vote against it for the reason that I think a two year period should be enough to recruit a replacement for him. It's just a matter of principle.

25X1A

[REDACTED] All right. Okay.

SECRET

SECRET

25X1A We will so record that dissenting vote.

[REDACTED], I'm not sure what your point was? -
do you mean two years from now?

25X1A [REDACTED] Two years from the date of this action.
[REDACTED] Rather than two years from June 1971.
[REDACTED] Yes.

[REDACTED] Now the original motion - and the one
which was seconded - was a two year extension to June 1973. You all

25X1A realize that is what you were voting for? (Board members except
[REDACTED] indicated in affirmative.)

25X1A [REDACTED] Giving him three years.
[REDACTED] What happens now with a dissenting vote?
[REDACTED] It is so recorded.
[REDACTED] And it moves forward --
[REDACTED] No, not really -- not in the paper to the
Director.

25X1A [REDACTED]: It's recorded in the Minutes.
[REDACTED] Occasionally we have used words like
"the Board's vote was unanimous". Here we obviously would not say
it was a unanimous vote.

25X1A [REDACTED]: If you have a split vote - like we
had one case where we had a 3/2 vote, and we did record that.

. . . Off the record . . .


25X1A [REDACTED] 25X1A
[REDACTED] The next case is [REDACTED]
a 15th anniversary review. Let me go through this just once again. He
really doesn't make it, according to the record. I think you all recognize
that. The Regulation says he must be in an assignment which would

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satisfy the qualifying service requirement indicated for the review involved. He will complete 15 years of service with the Agency in December 1970, at which time he will still need six more months of qualifying service. But the Board has had sort of an ad hoc policy that if they are within six months we would administratively delay the case. So this is really what I'm asking for, that we accept the fact that he will be within six months of it, and he is now overseas in an assignment. I don't know how I can really ask the Board to vote on something like this, that we administratively lose the papers. Let's say we informed the Board that this man will be retained, based on his being overseas at this time, and the Board interposed no objections.

25X1A

: We are telling you it looks as though once we get all of the facts together we may have to remove him from the System, but by the time we get all those papers we may have found our earlier advice was in error.

. . . . The Board adjourned at 3:10 p.m.

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